**University of Aberdeen**

**British Sign Language Plan Working Group**

## **Terms of Reference**

1. **Name of Group**

British Sign Language Plan Working Group

1. **Date of Establishment**

Re-formed 2022

1. **Purpose**

To drive forward the University of Aberdeen’s commitments made in the British Sign Language Plan 2018 – 2024 and develop the next British Sign Language Plan. The Group is responsible for supporting the creation of a supportive and accessible working and studying environment for those whose first or preferred language is British Sign Language. This aligns with the Inclusive commitments in Aberdeen 2040.

1. **Remit**

To be responsible for:

* Monitoring and implementing the commitments of the University’s British Sign Language Plan (2018 – 2024)
* Developing the next British Sign Language Plan
* Supporting demonstrable progress towards creating an environment which is accessible for individuals whose first or preferred language is British Sign Language
* Advising the University on its obligations under the [BSL (Scotland) Act 2015](http://bslscotlandact2015.scot/).
1. **Current Membership**

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| --- | --- | --- |
| **Name**  | **Job title/role**  | **Area** |
| Janine Chalmers (Chair) | Head of Organisational Development | Directorate of People |
| Maria Grazia Cascio (Clerk) | Senior EDI Partner  | Directorate of People |
| Geraldine Lynch | Student Support Adviser | Directorate of People |
| Sai **Shraddha S Viswanathan** | AUSA Vice President for Welfare | AUSA |
| Fiona Macaskill | Senior HR Partner | Directorate of People |
| Rebecca Rodger-Jones | Engagement and Inclusion Officer | Directorate of People |
| Gary Coull | Employer Engagement Adviser | Directorate of People |
| Ellen Minshull | Employability Projects and Events Officer | Directorate of People |
| Scott Carle | AUSA Representative Services Manager | Directorate of People |
| Rachael Gray | Digital Research Analyst | Directorate of Digital and Information Services |
| Joanne Milne | Senior Communication Officer | External Relations |

1. **Governance**

The British Sign Language Working Group will report to the Equality, Diversity and Inclusion Committee at least once a year.

1. **Frequency of Meetings**

The British Sign Language Plan Working Group will hold quarterly meetings.